

Equal Employment Opportunity Data Posted  
Pursuant to the No Fear Act:

Department of the Interior

For 2nd Quarter 2023 for period ending March 31, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	366	301	274	239	257	123
Number of Complainants	351	297	267	232	249	121
Repeat Filers	14	4	7	7	8	2

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	118	80	71	83	60	35
Color	38	29	27	20	27	17
Religion	20	9	9	12	32	5
Reprisal	200	161	148	150	125	70
Sex	138	108	104	93	79	42
PDA	1	2	3	2	1	0
National Origin	53	33	12	34	25	14
Equal Pay Act	1	1	1	2	4	2
Age	114	113	100	75	76	53
Disability	119	88	100	75	84	52
Genetics	2	2	1	0	3	3
Non-EEO	19	15	16	8	6	3

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.						
Appointment/Hire	32	32	35	40	30	6
Assignment of Duties*	40	43	23	27	25	0
Awards	4	7	2	3	2	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	1	1
Reprimand**	13	8	13	13	8	0
Suspension	13	8	15	15	13	1
Removal	16	10	19	5	3	1
Other Disciplinary Actions**	0	0	0	0	0	14
Other 2**	0	0	0	0	0	0
Duty Hours*	1	5	6	5	5	0
Perf. Eval./ Appraisal	38	31	32	29	28	17
Examination/Test	2	0	0	5	1	0
Harrassment						
Non-Sexual	183	158	120	114	125	68
Sexual	12	7	8	4	2	1
Medical Examination	1	1	2	0	3	1
Pay including overtime	2	6	4	11	10	5
Promotion/Non-Selection	54	25	39	26	36	20
Reassignment						
Denied	1	1	4	1	2	0
Directed	14	14	10	8	2	3
Reasonable Accommodation Disability	41	22	35	24	33	24
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	16	1
Retirement*	2	3	3	4	4	0
Sex-Stereotyping	2	0	0	1	0	0
Telework	11	3	4	3	11	4
Termination	30	20	25	22	23	12
Terms/Conditions of Employment*	49	41	40	35	32	0
Time and Attendance	15	14	20	12	7	5
Training	13	12	11	6	9	6
Other Terms/Conditions of Employment*	0	0	0	0	0	36
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	184.72	209.01	184.04	223.28	180.33	172.60
Average number of days in final action	52.68	58.56	111.33	107.51	48.89	48.10
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.71	209.68	178.27	223.65	199.94	197.43
Average number of days in final action	34	44.81	72.94	65.24	35.91	26.96
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	182.29	210.94	179.81	210.17	171.43	180.71
Average number of days in final action	68.75	75.67	158.09	157.51	63.65	151.20

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	24	33	27	22	27	2
Average days pending prior to dismissal	107.29	209.73	165.41	178.18	101.77	100
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	26	13	20	22	14	7

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		7		26		3		1	
Without Hearing	0	0	0	0	4	57	21	81	2	67	1	100
With Hearing	1	100	4	100	3	43	5	19	1	33	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018		2019		2020		2021		2022			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		7		15		59		4		1	
Race	1	14.29	0	0.00	1	6.67	8	13.56	0	0.00	0	0.00
Color	1	14.29	0	0.00	1	6.67	4	6.78	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	1.69	0	0.00	1	100.00
Reprisal	2	28.57	3	42.86	4	26.67	20	33.90	2	50.00	0	0.00
Sex	1	14.29	2	28.57	2	13.33	12	20.34	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	14.29	0	0.00	1	6.67	2	3.39	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	14.29	2	28.57	2	13.33	4	6.78	0	0.00	0	0.00
Disability	0	0.00	0	0.00	4	26.67	8	13.56	2	50.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Findings After Hearing	6		7		7		16		1		0	
Race	1	16.67	0	0.00	0	0.00	4	25.00	0	0.00	0	0.00
Color	1	16.67	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	16.67	3	42.86	1	14.29	5	31.25	1	100.00	0	0.00
Sex	1	16.67	2	28.57	1	14.29	2	12.50	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	16.67	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	16.67	2	28.57	2	28.57	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	3	42.86	3	18.75	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	1		0		8		43		3		1	

Race	0	0.00	0	0.00	1	12.50	4	9.30	0	0.00	0	0.00
Color	0	0.00	0	0.00	1	12.50	3	6.98	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	1	2.33	0	0.00	1	100.00
Reprisal	1	100.00	0	0.00	3	37.50	15	34.88	1	33.33	0	0.00
Sex	0	0.00	0	0.00	1	12.50	10	23.26	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	1	12.50	1	2.33	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	4	6.78	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	12.50	5	11.63	2	66.67	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00





Findings Without Hearing	1		0		4		21		2		1	
Appointment/Hire	0	0	0	0	3	75	2	10	1	50	1	100
Assignment of Duties*	0	0	0	0	0	0	4	19	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	1	5	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	1	100	0	0	0	0	2	10	0	0	0	0
Non-Sexual	0	0	0	0	0	0	11	52	1	50	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	25	2	10	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	5	24	1	50	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	2	10	1	50	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	7	33	1	50	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	5	1	50	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	285	277	270	195	134	249
Total Complainants	276	266	262	188	125	231
Number complaints pending						
Investigation	6	8	3	1	0	17
ROI issued, pending Complainant's action	0	2	1	0	1	8
Hearing	275	255	220	184	113	130
Final Agency Action	8	16	46	13	19	89
Appeal with EEOC Office of Federal Operations	62	45	59	76	63	58

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	18	7	2	8	2	4